



June 2013

Vol. XXXVII No. 10

CAPITAL REGION BOCES FACULTY ASSOCIATION

TRIAD

Affiliated With NYSUT [10-195] & AFT/NEA AFL/CIO-[Local 2991]

News from the Vice President

Dear Colleagues,

June is upon us and that means that the 2013 school year is coming to an end.

In the classroom, there is the excitement of graduation for seniors. For others, there is the hopeful satisfaction of having completed another year in their educational journey. There will be plenty of smiles and yes, even some tears. Smiles for giving their personal best and tears for maybe not accomplishing all that they expected of themselves or saying goodbye to all the people that mattered to them.

There are smiles and tears for our membership too. The Celebration Bash that was held on May 16th was a great success. There were definitely smiles as we paid tribute to retirees and those celebrating 20 plus years of service.

The Celebration Bash is always a great evening and we can thank **Lanny Barsale, Carolyn and Brent Pierce, Catherine and Victor Jakway** for a job well done. We will all remember the entertainment of the Zumba presentation and that there are classes still being held as part of the wellness committee. I need to mention also, that this was Lanny's last year as chairing the committee. Lanny will soon be joining the ranks of enjoying next year's Celebration Bash as an upcoming retiree. With that happening, we are looking for people who like to plan and coordinate parties. Are there any hosts or hostesses out there? Please contact your Executive Board if you're interested in next year's planning.

We are also finding ourselves saying goodbye to many colleagues who are leaving due to layoffs and classroom closings.

Education continues to be constantly evolving and we are well aware that these changes are having an impact on students as well as the way that we conduct our educational responsibilities. These changes have not been to the benefit of our student population, our classrooms, to all of us or to BOCES. We can only hope that at some point in time that educators will be invited to the table when decision making policies are formed. We can only hope that the June 8th Rally made an impact as to the harm that unfunded mandates, standardized testing, educational cuts and big business are causing.

I would also like to take this opportunity to thank Executive Board for working so hard this year on a variety of challenging issues. Their time and dedication to represent each and every one of you is appreciated and goes without saying of their character for the position they hold. These are elected positions and they represent you fully. I would also like to thank all of you who participate on the following committee's: Social, Budget and Audit, Vote-Cope, Election and Nomination, Scholarship, Sunshine, POP, APPR, Mentoring, Board meetings, SRP, Communication Committee (TRIAD and Website) as well as ED410, AFT and most of all Rep Council. Your Association cannot run smoothly without your assistance, so again THANK YOU.

As the calendar school year comes to a close, may you all enjoy the opportunity to spend time with family and friends that the warmer months need to bring.

In Solidarity, Patti

CALENDAR

CAPITAL REGION BOCES
FACULTY ASSOCIATION.

EXECUTIVE BOARD

May 29, 2013

REP COUNCIL

June 12, 2013

BOCES BOARD

June 17, 2013

[Schohaire]



TRIAD Article Deadline

End of July 2013 for

Sept. Newsletter

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REGISTER NOW for 35th annual School-Related Professionals Conference

NYSUT's SRP Leadership Conference to be held Sept. 27-29 at the Hilton Hotel in Saratoga Springs. The program and registration materials can be found on the NYSUT web site. Deadline to register is August 27th.

Offering more than 35 workshops and meetings, the conference is designed to provide maximum professional development and networking opportunities with a labor union perspective. Join SRP colleagues from around the state to share your knowledge and grow as an SRP leader. For more information, contact Christina Gasner in Program Services at 800-342-9810, ext. 6623. Also contact your Chapter VP to let them know you want to attend so they can register you in a timely manner.

Capital Region BOCES Faculty Association Important Dates for 2012-13

<i>BOCES Board of Education</i>	<i>Executive Board</i>	<i>Representative Council</i>
June 17, 2013 Schoharie	May 29, 2013 (June meeting)	June 12, 2013 900 Watervliet Shaker
TBA		September 3, 2013 Opening Day
TBA	September 4, 2013 NYSUT	September 18, 2013 900 Watervliet-Shaker Road

Capital Region BOCES Faculty Association Leadership

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From The Editor

By Lanny Barsale, Teacher, Spec. Ed.

From the Editor's desk

I'm sitting in front of my laptop watching the world go by and, once again, wondering what to write this month. It's Memorial Day and we finally have some sunshine. There's a chill in the air so not picnic weather but better than the rain that we've had for the past three days.

Maybe it's good that we had that rain. Many of us, me included, forget what the weekend is all about. I saw a poster of a military cemetery and the caption, "It's not just about barbeques, big store sales and gardening." And yet, that's what most of us do. The parades aren't even on Memorial Day anymore because it's so hard to get people there since they're often taking a holiday. It's kind of sad.

My aunt died last January in California but we had her funeral on Saturday in Connecticut where she had grown up. She'd joined the Air Force as a nurse in the late 1940's and had made the rank of major before retiring to become a social worker. She was buried with full military honors. It seemed fitting to wait for Memorial Day weekend. I felt bad for the honor guard standing at attention in the rain but that's what they do. I felt myself get choked up thinking about how she never saw combat but was willing to take that risk to serve her country as do many folks today. I have several people in my family who have served and I feel a great deal of respect that they were willing to step up.

There's a war brewing here that I'm not sure we all realize what it means to us. Education is under attack. The new teacher evaluation methods, the amount of paperwork,

new and more tortuous testing that we have to prepare our students for...the list could go on forever. This involves people in all facets of education. So don't look around and say, "This has nothing to do with me." It has everything to do with all of us.

By the time you read this, the June 8th Rally will have already been held. People from all over New York State will have attended. Did you? What are you doing to further the cause and protect not only yourselves, but the students whose lives are affected negatively by cutbacks of services, teacher layoffs and the use of tests to evaluate teachers so that the teaching is to pass the test and the joy is removed? Many of the students that we work with will be "left behind" by all of this. What can we do?

So, if you really want to know what you can do, look within. What are you doing to further the cause of education? Are you involved? The Association has really struggled this year because people are apathetic and seem to allow the "others" to do the work. Well, the others are starting to leave. We were discussing in Rep Council the "aging out" of many involved people, me included. There's a concern about who will take on those responsibilities. People can't stay uninvolved and then wonder what happened. So, take charge! Join Rep Council, the Communications Committee (which includes the TRIAD), run for office, join a committee...JUST DO SOMETHING! Education is under fire and we all have to enlist or the war will be lost. Spend some time over the summer thinking about what you could do and be sure to attend the Association meeting on Opening Day.

In solidarity, Lanny Barsale

RETIREE UPDATES

Our condolences to the family of Eleanor "Ellie" Notar, whose husband, Mario, passed away on May 7, 2013, his 79th birthday. They celebrated 54 years together. Their children are John, Paul, Ronald, Laura and many grandchildren. Mario owned Notar's Beauty Supply and Ellie taught cosmetology at the Votec Center.

TEACHING ASSISTANTS/EDUCATIONAL ASSISTANTS/AIDES

By Colleen Condolora, Chapter VP

Dear Constituents,

I can hardly believe I am writing my last article for the 2012-13 school year. May usually drags by, especially because we had our spring break so early. This year that did not happen for me. I want to wish everyone a wonderful summer break and hope you are able to find some fun and relaxation with your friends and family.

The Teaching Assistant/Aide Showcase was an overwhelming success this past month. The new art gallery format was well received by attendees and the Showcase candidates. I want to thank all the participants this year, **Jackie Falvo, Angela Crowley, Susan Jadlos, Jill Hudson, Patti-Lee Miller, Theresa Chrysler, Susan Groves, Kathy Baker, Priscilla Coughlin, Carol Clark, Dawn Cotton, Kevin Rheden, Sharon Johnson and Natalie Powell**, for showcasing their amazing talents. I look forward to promoting more innovative Special Projects for next year. It is a very special afternoon recognizing the contributions Teaching Assistants and Aides make in their respective classrooms. If you were unable to join us this year, please keep the Showcase in the back of your minds for next year. The afternoon is for you to be recognized and to support your fellow colleagues.

If you were able to attend the town meeting in May, you would know that our Chapter is going to have a reduction in staff again this school year. The exact number of classroom's closing, as of this writing, has not been definitively determined. The numbers keep fluctuating due to student enrollment, retirements and CSE meetings not held yet. These continue to be troubling times financially for the districts we serve, which has an adverse effect on our enrollment. In each region's Cabinet meeting, discussions have been held on how to ebb the declining enrollment. Meetings have also taken place with administration discussing staff concerns and brainstorming ideas to keep Special Education viable. It should be noted when Special Education enrollment is down, it also has a negative impact on Career and Tech enrollment. Money drives every hard decision the districts we serve must make. BOCES is looking at every possible way to cut the cost of our services in order to stay competitive with outside agencies vying for the same students. Education has been pummeled the last five years, with more regulations and less money to do what needs to be done. I

wish I had an answer as to when this bleeding is going to stop. We are losing many fine staff.

The TA/Aide pool will be held on June 11th at Maywood School at 3:00. I expect the number of participants to be high again due to reduction in staff and classroom closings. I know this is always a very stressful time of year for those who are involved. When I received the list of staff that will be displaced, I scrutinized the seniority dates to ensure proper rankings are followed. If anyone has any questions regarding their placement for next year, you can reach me at home at 393-2244.

Sometime in the month of September or early October, Teaching Assistant will be asked to attend a meeting to discuss the new APPR requirements which will affect the students we presently work with. The purpose of the meeting is to discuss Student Learning Objectives and the Teaching Assistant's role in implementing the objectives. It is imperative that each Teaching Assistant is on the same page as the classroom teacher. More information will be forthcoming as September approaches. As you may know, contractually, **all** Teaching Assistants may be required to attend a faculty meeting as part of their professional obligation. The meeting, however, cannot last more than one hour. Please keep this in mind when the notice comes out for staff to attend the meeting in the fall. The meeting is important!

The Negotiation team continues to meet. We have held a meeting with our NYSUT Labor Relations Specialist to discuss options. Everything is contingent on the Health Insurance Committee outcome. There will be no movement until those discussions are completed. I will keep you abreast of any news that is forthcoming.

I want to end by telling each Teaching Assistant and Aide how proud I am to represent you. You continue to amaze me with all your dedication and remarkable work in the classroom. Enjoy your summer break and take some time to have some fun in the sun. You have earned some relaxation and time to focus on yourself and your family. I look forward to seeing each of you in the fall. Take care and smile much, it reduces your stress.

In Solidarity, **Colleen Condolora**

May 15th Rep Council Notes

By Lanny Barsale, Teacher, Spec. Ed.

Chaired by Vice President **Pat Gollub** while Doug is on medical leave.

Gina Hanley (Sr. Acc. Clerk) appointed as a Rep.

Chapter Vice-Presidents' reports:

TA/aide – Colleen Condolora

- 4 districts are working 185 days. Pay is based on 184 days. TA/aides should get a time sheet and submit it after you work the 185th day.
- Seniority list: Many problems. Human Resource is not giving all of the information needed. The Board appointed day is key. Colleen looked them up and noted them on her list. You can get that from her.
- Town Meeting: there will be substantial layoffs in special education which can also affect CTE TA's. At this time there will be 25 layoffs. We are down to 242 TA's.
- Negotiations: There are some proposals. We are looking at dates to meet with Mike Rowan.
- TA showcase: Tuesday, May 21st, 3:00 – 5:00.

Special Education Teachers – Flora Fasoldt

- At this time there are 8 – 10 classrooms closing. We won't really know for sure until the end of May. Districts are taking back kids and opening own programs. Flora is in contact with NYSUT about the law (30120A & B) that if a district closes a classroom and starts their own program, a BOCES teacher is to be hired. It is incumbent on the individual to find out and apply. Schenectady left students in place for the most part but targeted speech, OT, and PT.
- Summer school assignments for teachers and TAs should be out on Friday.

CTE – Jeannine Moran

- Domino effect of special education cuts.
- Schenectady is making own food program at Steinmetz so will not be sending those students to CTE.
- Kids are being shortchanged.

Service – Sandy Smith

- Negotiations waiting on health insurance decisions.

Constitution policies were discussed and voted on. These are decided by Rep Council and do not need to be voted on by the membership.

Policy 17 – student incentive. There was a question as to whether or not a recipient can apply again. The policy was revised to read that the recipient can only win once. This will not affect this year's applicants.

All policies passed with the change to #17.

Constitution meeting – June 6th – 4:00 to 6:00 at NYSUT – refreshments served.

There will be a discussion of articles and bylaws. People will be receiving their constitution soon. They will be given an opportunity to review and discuss it at the meeting. The vote will be at Opening Day. We will set up a way for people who can't attend Opening Day to vote.

Motion made to add \$700 to refreshments line item, money coming from savings. Carried.

New Business

Celebration Bash – need people to man table

Prom – need help at Prom. Gowns are available in Gretchen McDonough's class for \$8.00. She is taking donations of suits.

Motion to donate \$100 from Philanthropic fund for a member whose house burned and has been condemned. There have been many problems with insurance. Carried.

There was a concern expressed about needing new people on committees especially social committee, prom committee and TRIAD. Current members are "aging out."

Negotiations – Health Insurance meeting in June. This is holding up negotiations for all chapters. Once this is wrapped up, administration will be ready to go ahead.

Audit – closing books on June 30th.

Elections – 76 ballots received.

AFT only - **Barb Burnham, Pat Gollub, Lisa Mink, Lanny Barsale**
Committee – **Catherine Jakway** – chair

Anne Conway, Adam Mainville, Abby Fisher, and Chris McDonough
Sunshine Committee – Please send information when there is a need with a member. People and events are being missed.

VOTE/COPE – **Catherine Jakway & Terry Bennett** – co chairs

Going out soon.

June 8th Rally at the Capitol. There will be information on the Insider. We need numbers at this. It is from 12:00 to 3:00. T-shirts will be made up. Anyone involved in education should attend. Try to get parents. Let them know numbers for t-shirts. Busses running from Schoharie High School and NYSUT.

James MacFawn at NYSUT is in charge of bussing. Call 783-7977. Let Executive Board know numbers for t-shirts.

Election Results 2013

The Results of the American Federation of Teachers (AFT) Conference Delegates are:

Barbara Burnham	Patricia Gollub
Lisa Mink	Lanny Barsale
Write-in Joanne Cogswell	Write-in Kristen Lashway

Congratulations to all of you!

A grateful and heartfelt thank you to all who participated by returning their ballots in a timely manner for the election. We appreciate your support.

I would like to thank those who assisted me in getting the ballots ready to go and also for taking the time to help with counting the ballot results. Thank you to Doug Harple and Patricia Gollub for their guidance, assistance, and support. Thank you to Lisa Mink for the hard work she puts into keeping the membership labels updated and accurate.

I would also like to thank Election Committee members **Adamearl Mainville** (CTE Chapter), **Christine McDonough** (TA, Aides Chapter), **Anne Conway** (Teacher, Special Ed. Chapter) and **Abby Fischer**, (Secretary I, Service Chapter).

Donating your time to assist in the count, and helping to make it go quickly and smoothly was greatly appreciated. In good company it went quickly and didn't feel like work!

All ballots were mailed out on Monday, May 1st and the ballot deadline was Monday, May 13th.

Catherine Jakway,

Nominations and Elections Chairperson

RETIREES CORNER

By Jeanette Christoff

Happy Summer, especially to our New Retirees,

It has been over a half century since reading George Orwell's "1984" and while much of the story eludes me, the phrase "Big Brother is Watching" is embedded in my memory. As a carefree college student, we were not especially concerned that it could happen in our lifetime.

It was sometime in the 70's that fiction was becoming fact. Time Magazine featured an article about the video camera that had been placed in Schubert's Alley in the theater section of New York City. It would monitor crowds awaiting the arrival and departure of Broadway actors. How distressing it was to know we were secretly being observed without our permission. Our freedom, our privacy, our rights were being violated. There was no recourse and the practice escalated. In the early days, signs were posted to indicate the presence of cameras but as time went on, signs disappeared and cameras proliferated. We are now under surveillance in stores, banks, on streets and roads, in cemeteries, parking lots and most public venues. Often while waiting in a line, we look for and find them.

Back in the days of hippies and flower children, teachers were also being secretly monitored. Since all school rooms were equipped with a public address squawk box, administrators could tune in at any time. We had learned to recognize the barely audible hum of the speaker and knew "big brother" was listening in on our classroom and often, the faculty room. The problem was addressed in our first Association contract in 1971, Article IV, Section 4. It states that "Public address, audio systems and similar devices shall not be used for evaluation". This Article states also that no evaluation can take place without the teacher being aware of it. This put an end to unannounced observations and evaluations but unfortunately the practice appears to have been revisited. We know that the new teacher evaluation process requires unannounced observations (drive-by). With the availability of smart phones, unobtrusive videos can be made by anyone, anytime and almost anywhere. How often has the news media given us footage of unexpected and often tragic events within minutes of it happening, usually contributed by those who, by chance, were there with a phone.

Time moves on. Trees grow taller, homes need repair, people grow older and progress continues. The once passive surveillance observations have evolved into instruments of active pursuit. Enter the drones.

These "unmanned aerial vehicles" (UAV) as they are officially called, were originally designed for military use. Targets in war zones are selected and hit from a distant and unknown location via computer, (a subject of controversy). Law enforcement uses them to locate and follow perpetrators, a safer and more efficient method of investigating. Ranchers use them to check on the status of their herds. Poachers and vandals can be caught in the act. Government agencies find limitless ways and reasons to use them.

With this device, one can be present without being present, an oxymoron of sorts.

As you probably have already guessed, you too can own a drone. These flying robots have become available to the public at a cost of about \$300*. They are controlled with an app on a smart phone. As with our early computers, these personal robots have not been perfected. Operating them can be difficult for those electronically challenged. But before long, if not already, a trekkie in your neighborhood will have one. If on a summer's day you are lying in your hammock and see a miniature helicopter type vehicle or even a hummingbird hovering above you, you will know that some big brother is watching.



Nano Air Vehicle
Designed to mimic the appearance and aerial abilities of a hummingbird, DARPA's drone weighs 19 grams and carries a tiny video camera

Levity aside, these aerial robots are considered to be the most powerful surveillance instruments in existence. In time, the miniature versions will be finely tuned with a wide range of capabilities. By some they are considered toys, by others tools and by others weapons. We cannot know the future impact they will have on our lives, but we know they are here to stay.

Don't we wonder what George Orwell would have to say about all of this?

*TIME, 2/11/2013, pgs.26-33

BOCES Board Meeting Notes

May 20, 2013 - Submitted by Susan Kusalonis

Terry Swett Director of Career & Technical Education presented on Skills USA 2013 State Competition and the winners were introduced.

Number one in New York State are:

Automotive Trades student Mason O'Meara of Sharon Springs, who also attends Cobleskill-Richmondville High School

Tech Valley Machining & Manufacturing technology student Kody Skeals of Rotterdam, who also attends Mohonasen High School

Criminal Justice student Gabriella Audino of Berne, who also attends Berne-Knox-Westerlo High School

Floral Design student Emily O'Donnell of Guilderland, who also attends the BOCES Life Employment Applications Program (LEAP)

HVAC/R student Cody Largeteau of Esperance, who also attends Duanesburg High School

Culinary Arts Tech Prep student Rachel Gauthier of Colonie, who also attends Colonie High School

Three Career & Tech School finished in second place in the state SkillsUSA competition:

Computer & Network Technician student Tyler Collen, second in inter-networking, (Bethlehem H.S.)

HVAC/R student Michael Cyrus, second in hydronic heating (Burnt Hills/Ballston Lake H.S.)

Nurse Assistant student Amanda DeMarco, second in nurse assistant, (Bethlehem H.S.).

Career & Tech Electrical Trades student Ethan Peterson (Schenectady H.S.) brought home a third place award in electrical construction wiring.

A total of 2,310 students competed in the 2013 New York State SkillsUSA event, making it the largest of the 47 New York State competitions that have been held.

Duilio Viscusi, Principal for Albany CTE introduced Chef Scott Cooper and Deb Toy – Skills USA Advisors.

Denise Capece, Principal for Schoharie CTE took a few minutes to thank staff and parents present on their support of the students.

Special Education Division

Dr. Inge Jacobs, Director for Spec Ed spoke briefly about the completed study. Also, about student enrollment and how Schenectady SD is pulling back students due to their budget cut of a million dollars and it has impacted the division.

There is an estimated loss of six or seven classrooms and a number of 1:1 aides are being eliminated.

As classroom's close and the lower paid staff are laid off, the higher paid staff that remain then increase the percentage cost to district so it is a catch 22. **Q.** How can a district cut a 1:1 Aide if the student needs them? **A.** They can change the IEP and there are a number of ways to do that.

Transportation costs have districts looking for regional alternatives to save money.

Dr. Jacobs stated that she is researching for a way to confirm that BOCES is the way they should go to save costs.

Dr. Dedrick reminded the group that the Special Education Division does not receive BOCES Aid and the economic factor has districts increasing their own student numbers in the classrooms and this will reduce staff needs.

Dr. Dedrick stated that he has asked Dr. Jacobs to research the Administrative-Staff Rations around the state and her research had confirmed that our BOCES is one of the lowest in the area.

Dr. Dedrick stated that our Communication Services had received a very nice letter from Rick Tims on their efforts.

NERIC Move – Time Frame

1st week of July we will start to occupancy and complete the move by the final shut down on August 15th.

Budget wise we are on target per Mark Jones.

Terry Swett discussed **CTE Enrollment for September:**

Schoharie – 204 – up from last year 194

Albany 101 Programs – 957 – up from last year 894

Albany 102 Program – 75 – down from 103 last year

Policy Committee discussed new policy on head lice – obstacle if we have to send student home every time – real burden on families. OK to allow student back on campus if proof of treatment, even with nits.

Student Health Services – What about concussions, which can happen, even without sports? This is in discussion.

Group then broke up for executive Session at 7:30 PM

Celebration Bash 2013

The annual Celebration Bash was held May 16th at the Mohawk River Country Club and Chateau. There were 14 retirees being honored including many who retired after the Bash last year. They were:

Micki Agresta	Suzanne Davis	Gary Delano	Bonnie DiGiolarmo
Debra Dutcher	Carol Farrere	Jenny Frank	Pam Lane
Donna Richards	Stephen Roberts	Michelle Rosenberger	Linda Sawyer
Pat Sharer	Lynn Thornton		

There were speeches, skits, a poetry reading, and many interesting ways of honoring these people. And, to offset the effects of the meal, we had an opportunity to experience a zumba class. Unfortunately most were not dressed for this so few takers.

Thanks go to the Social Committee: **Carolyn Pierce, Brent Pierce, Catherine** and **Victor Jakway** and **Lanny Barsale** for organizing the affair.

Should be noted that, this year, Dr. Dedrick got to eat the entire meal. He actually put the date on his calendar last year. Remember, it will be the third Thursday of May next year.

The TRIAD is published monthly for the Capital Region BOCES Faculty Association Membership. We appreciate any comments or suggestions you may have.

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Capital Region BOCES

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Personnel Personals

Our condolences to **Lisa Mink** (Service) on the recent passing of her mother, Georgia F. Rinaldi, 84, who passed away peacefully on Saturday, May 18, 2013. At the request of the family, memorial contributions may be made to Fisher House Foundation, 111 Rockville Pike, Suite 420, Rockville, MD 20850-5168 or visit www.FisherHouse.org in memory of Georgia F. Rinaldi.

Also, our condolences to **Colleen Condolora** and family on the recent passing of her brother.

**FROM ALL OF US ON THE COMMUNICATION COMMITTEE, PLEASE HAVE
A SAFE AND HEALTHY SUMMER.**

Sunshine Chairperson

If you know of someone who could use a little cheering up, our sympathy, or a get well card, please contact:

Abby Fischer

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Please contact **Lisa Mink**, Membership Chair, with any change in mailing address or to give her your personal email. You can reach her at lmink8@hotmail.com. In doing so, you will be assured of receiving all that correspondence that the Association will send you including your newsletter, the TRIAD.